

**ABSTRACT**

A system for recruitment process management is provided that can be used as a tool for performing a consistent process of developing a request for talent (RFT). Such a system may be capable of storing previous RFT information to be used for generating future RFTs. A  
5 process for creating a dynamic job description is provided that allows a person referred to herein as a requirements specialist to work with a client (e.g., a human resource manager or other person) to create a job description in an interactive manner. The system may be adapted to display to both the requirements specialist and the client, information relating to the composition of an RFT.